



Air Force Firefighter Retention Information

Mar 01

The purpose of this letter is to provide information on issues that may affect retention. Please disseminate to the lowest level possible. Information is key to this program, so I challenge each of you career advisors—yes, we all are career advisors—to provide our military personnel with timely, accurate career information critical to making informed career decisions. See the list of attached Web Sites for detailed information on a specific subject.

FIRE PROTECTION SELECTIVE REENLISTMENT BONUS (as of Feb 01):

Zone A: 1.5 (21 months to 6 years of service):
Zone B: 1 (6 to 10 years of service):
Zone C: 0 (10 to 14 years of service):

These SRBs represent a significant increase from what we previously earned. The below examples (based on the above multiples) are estimates; personnel should contact their MPF for their specific bonus eligibility. Visit the AFPC Reenlistment Web Site:

<http://www.afpc.randolph.af.mil/enlskills/reenlistments.htm>

<u>Grade</u>	<u>TAFMS</u>	<u>Reenlistment Years</u>	<u>Total Bonus Authorized (estimated before taxes):</u>
SrA	Over 3	4	\$ 9,003.60
SrA	Over 3	6	\$13,505.40
SSgt	Over 6	4	\$ 7,111.20
SSgt	Over 6	6	\$10,666.80

HQ USAF/DPRS, with the involvement of functional managers (HQ AFCESA) and major command (MAJCOMs), reviews each Air Force skill for award or adjustment of the SRBs at least once a year; normally they conduct one semi-annually between the Oct - Jan and the Apr - Jun time frame. The results of the last review (Dec 00) were released in Mar 01. This release notice did not provide any increases for any Air Force specialty this cycle. The next review will occur in Oct 01.

RETENTION RATES:

	<u>AF GOAL</u>	<u>FY01*</u>	<u>Fire Protection FY00</u>	<u>FY99</u>	<u>FY98</u>
First Term:	55%	25.6%	29.5%	29.0%	41.6%
Second Term:	75%	44.9%	53.4%	52.7%	43.1%
Career:	95%	80.9%	82.5%	88.6%	89.2%

* FY01 rates are for Oct 00 – Feb 01

FIRE PROTECTION STAFFING LEVELS (as of Mar 01):

CMSgt: 88% SMSgt: 64% MSgt: 105% TSgt: 108%
SSgt: 88% SrA: 79% 3-Levels: 81% Total Assigned: 85%

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RETRAINING: Based on our current staffing levels, Career Progression Group (CPG) updates for Civil Engineering, and our future personnel projections, mandatory retraining out of fire protection personnel will not be an issue for the next five years. Additionally, with our initiative to align the career field with the Air Force CPG model, we can potentially eliminate the retraining concern for fire protection personnel.

RETURN TO FIRE PROTECTION: There are opportunities for former fire protection personnel to return to the fire protection career field. Personnel that have retrained out of fire protection and could be released from their current career field can contact their local Military Personnel Flight (MPF) to obtain information on reutilization in the fire protection career field. Additionally, firefighters that have recently separated from the Air Force may be eligible to return to the Air Force as a firefighter as well (contact any Air Force recruiter to obtain qualifications and procedures).

EXCERPTS OF THE 1999 USAF CAREERS AND NEW DIRECTIONS SURVEYS: Many of you may have participated in the 1999 Career Decision Survey, so I've provided a link where you can review the entire report on why people stay or leave the Air Force. Share your knowledge with the troops, so they too know what the Air Force is doing to improve the issues that make a difference in a person's decision to stay or leave the Air Force. For example, we've recently seen high promotion rates (50.72% to SSgt); we've implemented the new Base of Preference program; and a 3.7% pay increase in January. Some issues we have no control over (i.e. pay raises), but some we can make a difference on, such as recognition and overall job satisfaction. Click below to review the survey reports.

<http://www.afpc.randolph.af.mil/surveys/content/reports.htm>

TOP 10 REASONS WHY ENLISTED STAY	TOP 10 REASONS WHY ENLISTED LEAVE
Availability of Medical Care	Pay and Allowances
Opportunity for Education and Training	Leadership at the Unit Level
Availability of Dependent Medical Care	Retirement Program
Job Security	Availability of Civilian Jobs
Availability of Dental Care	Recognition of One's Effort
Say in Base of Assignment	Overall Job Satisfaction
Choice of Job Assignment	Base of Assignment
Overall Job Satisfaction	Promotion Opportunity
Availability of Dependent Dental Care	Choice of Job Assignment
Retirement Program	Evaluation System

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FIRE PROTECTION DEMOGRAPHICS (as of Feb 01):

GENDER:	Female: 2%	Male: 98%	
CATEGORY:	First Term: 55.6%	Second Term: 14.4%	Career: 30.3%
MARITAL STATUS:	Married: 54.2%	Single: 42.1%	Divorced: 3.6%
TOUR:	CONUS: 74.5%	OCONUS: 25.5%	

Air Force BOP program is benefiting airmen: Changes to the Base of Preference Program have benefited more than 1,500 Air Force people who have taken advantage of the expanded program since August. Some 94 percent of first-term airmen who put in an application for base of preference had their request approved, and a majority of career airmen have received the same good news. In an attempt to improve retention and maintain stability, Air Force Personnel Center officials here expanded the eligibility criteria for the program in August. The new program now gives first-term and career airmen an opportunity to move among assignments in the continental United States.

First-termers can even receive a BOP returning from an overseas assignment if they meet the eligibility criteria.

"The change to the Base of Preference Program is a win-win situation for Air Force members," said Col. Dwayne Hafer, airman assignments division chief. "When you can place people where they want to be, you're going to have people who want to stay with us. Retention is the primary reason why the chief (Air Force chief of staff) approved this program. This is one of the most effective ways to improve Air Force retention."

The initial statistics for the BOP program are as follows:

- 95 percent of first-term airmen who have not retrained had their applications approved (189 out of 199).
- 93 percent of first-term airmen who have retrained had their applications approved (232 out of 249).
- 57 percent of career airmen had their applications approved (1,121 out of 1,167).
- Overall, 63 percent of airmen who applied were approved -- 1,542 out of 2,429.

"Initially when someone looks at the career airman numbers, they might think they're not that good," Hafer said. "But what they've got to remember is that before the chief approved the career BOP program, there was no way someone was going to get to choose where they would be going without doing a remote, choosing a follow-on, or (through) the Voluntary Enlisted CONUS Assignment Program which required six years time on station to move. This program now gives career airmen someplace they can call home -- someplace with a little stability."

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First-term and career airmen who would like to apply for the BOP program must first meet the following criteria:

-- First term airmen must have a career job reservation tied into the application process; must have eight months time on station (move at the 12-month point); have a category one re-enlistment code; and have been selected under Selective Re-enlistment Program. Overseas vulnerability and losing manning is not a factor in consideration. Overseas returnees can apply.

-- Career airmen must have at least 41 months time on station at the time when applying and at least four years time on station before departing. Airmen vulnerable for overseas assignment selection may apply; however, overseas vulnerability and losing/gaining manning will be a factor in approval or disapproval. Overseas returnees are not authorized to apply for a BOP. Consecutive BOP assignments are not authorized.

All BOP applicants may request up to eight bases in the continental United States. People requesting more than one base will have their selections considered in priority order.

"If we can work your first choice, 'it's game over,'" Hafer said. "If not, we'll take a look at your second choice and try to make that happen." If none of the preferences can be worked, the airman may immediately apply for other bases. Additionally, as long as they are still eligible, they can re-apply for the same bases six months later to see if manning has changed at that base.

The exception is for first-term airmen. Since their BOP application is submitted in conjunction with re-enlistment and retraining, they will be unable to submit multiple applications. But they will be offered three alternatives immediately if their initial choice can't be approved.

A Web-based BOP application is available at www.afpc.randolph.af.mil. (Choose enlisted, military assignments, AMS Web login). This application is similar to the current process for updating an assignment preference worksheet. For additional information concerning this program, contact your military personnel flight or commander's support staff.

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MUST SEE AND USEFUL WEB SITES

HQ Air Force Fire Protection (AFCESA/CEXF) Web Site:

<https://www.afcesa.af.mil/Directorate/CEX/fire/default.html>

HQ AFCESA Firefighter Morale, Retention, and Discipline Documents

<https://www.afcesa.af.mil/Directorate/CEX/fire/FireMorale/default.html>

Firefighter Gazette: Great information publication, with AF fire protection news and articles. Published quarterly by the AF Academy Fire Department.

<http://www.usafa.af.mil/fire-dept/gazette.htm>

AFPC Career Corner: Excellent website to answer questions on assignments, promotions, retraining, education, medical, pay, etc. <http://www.afpc.randolph.af.mil/careercorner/>

Career Facts Benefits Sheets: To be provided/discussed with each member during feedback.

<http://www.afpc.randolph.af.mil/enlskills/benefits.htm>

Current SRB Bonus Listing: <http://www.afpc.randolph.af.mil/ENLSKILLS/reenlistments.htm>

Air Force Careers: Information on pay, assignments, and personal data. <http://www.af.mil/careers/>

Military Pay: <http://www.dfas.mil/money/milpay>

DoD Military Pay and Benefits: <http://pay2000.dtic.mil/>

Air Force Crossroads The official Community Web Site of The Air Force: Contains tons of very useful information for members and their families. It even includes an Air Force sponsored real time chat room to allow members to keep in touch. A MUST SEE web site, with a fantastic opening sequence (best when used with speakers). <http://www.afcrossroads.com/>

AFPC Web Site: Air Force Personnel Center web site. Site contains information on all personnel matters .. everything from assignments to promotions, a must site for supervisors.

<http://www.afpc.randolph.af.mil/>

Air Force Directory: Tremendously helpful site. Use it to find the name of almost any Air Force organization, even if you only have a part of the name. <http://afdir.hq.af.mil/afdir/index.cfm>

Air Force Issues & Answers: <http://www.issues.af.mil/>

Note: Some of these hyperlinks may not work from this word document. You may need to cut and paste the site address into your Internet Explorer to access the site.

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MUST SEE AND USEFUL WEB SITES (continued)

Per Diem Committee: <http://www.dtic.mil/perdiem/>

Defense Finance and Accounting Web Site: <http://www.dfas.mil/news/>

Department of the Air Force Education Services:
<http://www.afpc.randolph.af.mil/edu/newwebpage/afps.htm>

Education Benefits and Scholarships: <http://www.gibillexpress.com/>

Montgomery GI Bill: <http://www.gibill.va.gov/education/benefits.htm>

Tricare Program: <http://www.tricare.osd.mil/>

Tricare Dental Program: <http://www.ucci.com/>

Military Health Care Information: <http://www.humana-military.com/home.htm>

Air Force Quality of Life and Retention Survey Reports:
<http://www.afpc.randolph.af.mil/surveys/content/reports.htm>

AEF Center Main Page: <https://aefcenter.acc.af.mil/>

AEF Commander's Playbook: Provides the CSAF's intent on AEF and lots of references to point you to answers regarding your AEF questions. <https://aefcenter.acc.af.mil/CCsPlybk14NovRevis21.htm>

AEF Current AEF Alignment List: <https://aefcenter.acc.af.mil/AEFMessages/AEFAlignment.html>

AEF ANG Alignment List for AEF: <https://aefcenter.acc.af.mil/AEFMessages/AEF8.ppt>

Air Force Issues: This web site features materials to assist Commanders and their staffs in addressing the issues facing the Air Force. <http://www.issues.af.mil/>

Air Force Sergeants Association: <http://www.afsahq.org/>

Non Commissioned Officers Association: <http://www.ncoausa.org/>

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MUST SEE AND USEFUL WEB SITES (continued)

OSDGC Legislative: Contains documents and bills compiled by the Legislative Reference Service Office of General Counsel. <http://www.defenselink.mil/dodgc/lrs/>

Financial Self Service Web Site: <http://www.saffm.hq.af.mil/affsc/>

AFI 36-3401 (NCO Responsibilities): <http://www.tyndall.af.mil/325FW/Career Pubs/afi36-2618.pdf>

AFI 36-3401 (Mentoring): <http://www.tyndall.af.mil/325FW/Career Pubs/afi36-3401.pdf>

Air Force Electronic Pubs and Forms: <http://afpubs.hq.af.mil/>

Air Force News: <http://www.af.mil/news/>

Current Daily News Stories: <http://ebird.dtic.mil/>

DOD Web Site: Numerous links to information and other sites. <http://www.defenselink.mil/>

Citizen Airmen Web Site: <http://www.afrc.af.mil/hq/citamn/apr00/Default.html>

Airman Magazine: <http://www.af.mil/news/airman/>

Air Force Times: <http://www.airforcetimes.com/>

Air Force Recruiting Web Site: <http://www.airforce.com/>

New Air Force Commercials: <http://www.af.mil/airforcestory/ads.html>

Air Force Public Affairs: Gives up-to-date initiatives and stories.
<http://www.afpc.randolph.af.mil/pubaffairs/>

Subscribe Weekly Email Newsletter (free): <http://www.militaryreport.com/>

Department of Veteran Affairs: <http://www.va.gov/>

VA Home Loans: <http://www.homeloans.va.gov/>

VA Online Application Web Site: <http://vabenefits.vba.va.gov/vonapp/default.asp>

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MUST SEE AND USEFUL WEB SITES (continued)

Commissaries: <http://www.commissaries.com/>

United States Soldiers' and Airmen's Home: <http://www.afrh.com/sol-airm.htm>

Air Force Association Site: <http://www.afa.org/>

Air Force Aid Society: <http://www.afas.org/open1.cfm>

National Military Family Association: <http://www.nmfa.org/factsheets.html>

Women, Infants, and Children (WIC): <http://www.fns.usda.gov/wic/>

Link to USO and Other Great Sites: <http://www.uso.org/>

List of Military Organizations:
<http://www.military.com/UnReg/Association/?aType=aidandcharity>

Military Data Resource: http://www.militarydataresource.com/us_mil_airforce.htm

DC Military Web Site: <http://www.dcmilitary.com/>

Military Now Web Site: <http://www.militarynow.com/>

Military.com Web Site: <http://www.military.com/index/0,11455,,00.html>

Armed Forces Vacation Club: <http://www.afvclub.com/>

ACC Fire Protection:
[https://wwwmil.acc.af.mil/ce/cex/cexf/CEXF%20Publish%20These%20Folder/acc_cexf_fire_main\(new\).htm](https://wwwmil.acc.af.mil/ce/cex/cexf/CEXF%20Publish%20These%20Folder/acc_cexf_fire_main(new).htm)

AETC Fire Protection:
http://www.aetc.randolph.af.mil/ce/ceo/CEOX/Fire/Fire-main_menu.htm

AF Academy Fire Protection: <http://www.usafa.af.mil/fire-dept/>

AFMC Fire Protection: <https://www.afmc-mil.wpafb.af.mil/HQ-AFMC/CE/cep/fire.htm>

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MUST SEE AND USEFUL WEB SITES (continued)

AF Reserves Fire Protection: <http://www.afrc.af.mil/hq/ce/fire/pages/firehome.htm>

AF Space Command Fire Protection: <https://midway.peterson.af.mil/2letters/ce/webcep/fire/fire.htm>

AMC Fire Protection: <http://www.amc.af.mil/ce/cex/cexf/cexf.cfm>

ANG Fire Protection: http://airguard.ang.af.mil/ce/CEX/programs/Fire/fire_protection.htm

PACAF Fire Protection: <http://www.hqpacaf.af.mil/ce/cexindx/cefindx.htm>

HQ AFCESA Fire Engineering Site:
<http://www.afcesa.af.mil/Directorate/CES/Mechanical/FireEngr/default.htm>

Louis F. Garland Fire Academy: <http://www.goodfellow.af.mil/~trs312/newfire/index.htm>

DoD Firefighter Certification Look Up: <http://www.dodffcert.com/>

DoD Instruction 6055.6 Fire & Emergency Services Program:
<http://web7.whs.osd.mil/pdf/i60556p.pdf>

AFPC Knowledge Management Web Site: <http://www.afpc.randolph.af.mil/KM>

Airman Assignment Management System Site: Great site for checking locations for assignments within a specific AFSC, your assignment preference worksheet, CONUS assignment exchange program information and a listing of Swaps that are posted, Equal Plus information, and Base of Preference (BOP) information: (It requires first time users to create a login and password before you can access information) <https://afas.afpc.randolph.af.mil/AMSWeb/master.cfm>

Military Thrift Savings Plan: Explains the plan and details of military participation.
<http://www.tsp.gov/uniserv/index.html>

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Notes From Your Civil Engineer Assignment Team

Air Force Civil Engineer Assignments Team: SMSgt Marilyn Cunningham, MSgt William Albritton, SSgt Larry Dell, and SSgt Troy Foster.

The Team is committed to providing the best service to you. As you can imagine, providing support for all of Civil Engineering is a large task, they typically spend upwards of 6 hours a day on the phone, and someone is always on hold. They average over 100 e-mails per day. So there are times when it's several days before you receive a reply to a request for information, please be patient.

Please review these comments to most frequently asked questions. Before contacting the CE Assignments Team use your local resources, (Supervisors, SRNCOs, First Sergeant, Orderly Room, and/or MPF) first. If the issue cannot be resolved locally or through your MAJCOM do not hesitate to give the Assignments Team a call.

1. Please check with your Orderly Room and/or MPF/CBPO before calling AFPC. (If you do not know what CBPO is, please check with your Supervisor, NCOIC, SRNCO, First Sergeant or Chief.) Supervisors, please include assignment counseling as part of your feedback sessions. Additionally, we recommend that Supervisors conduct an assignment information briefing at the section/shop level (at least quarterly), similar to our weekly safety briefings. (The EQUAL list comes out quarterly.)
2. If you must call the Assignments Team, send e-mail, etc...ALWAYS include your Social Security Number (SSN) and DSN. (Everything starts with a SSN not your last name.)
3. Update your Airman Assignment Preference Form (AF Form 392). Don't list a location, especially KOREA, unless you want to PCS to that location. The only way you will get an overseas assignment, as a volunteer, is to volunteer on your assignment selection sheet.
4. You are only considered a volunteer for specific bases or countries you listed on your Airman Assignment Preference Form. (Exam: If you list Germany, no one will assume you'd like to go to England).
5. Look at the EQUAL listing for your Grade. If you have a line number you would PCS at the projected grade. Example: TSgt with a line number, look at the MSgt listing.
6. You need 2 years TOS to PCS Overseas, 3 CONUS to CONUS. (Exception: First termers need 12 months TOS.) Example: You will have 2 years TOS in Sep and the EQUAL jobs have RNLT in Oct or later, you are eligible.
7. Assignments are based on your HYT, not ETS nor DOS. (Exceptions: First termers without approved CJR and confirmed retirees.)

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8. The Assignments Team does NOT know what your chances are for getting a voluntary assignment. Just as you are deciding which base you'd like to volunteer for, so are ALL of your peers. One cycle there may be 15 volunteers for a given assignment, the next cycle may generate 50 volunteers, and then the next cycle 0 volunteers.

The Assignments Team does NOT know what's going to be on the next EQUAL list. Each MAJCOM decides which base will appear on the list. Once the list is put on the Web, the Assignments Team does Not check what's being advertised on the list.

9. Volunteers are selected by DAS only. The person with most TOS gets the assignment.

10. In general Short Tour NON-volunteers are selected by fewest previous tours and then Short Tour return date. Long Tours non-volunteers are selected by, previous number of Overseas tours and then Overseas return date. (First tie breaker is TOS.)

You are HOT for an assignment (FROZEN) if you check the EQUAL listing and it has one of these comments listed:

- Anyone whose Overseas return date is 1994 or earlier and your return date is 1990.
- Anyone with 1 Short Tour and you have ZERO Short Tours.
- No specific date, or number of tours. This usually happens with our small AFSC, so everyone is frozen.

11. The Assignments Team does NOT have assignments tucked away for special favors. Everything is out there on the EQUAL and/or EQUAL-Plus listings. (Exception: On occasions a volunteer becomes unable to PCS or someone Overseas has their tour cut short. However, the gaining MAJCOM cannot wait until next quarter to start looking for a replacement. In that instance, the Assignments Team goes to the next volunteer on the list. So keep your Airman Assignment Preference Form updated. That's why you hear someone say "I got an assignment out of the blue" and the next EQUAL is over a months away).

12. When volunteering for Special Duty make sure you go to the Orderly Room or MPF and update your records. You must update the Job Number and location. Even if you have already contacted the POC for the job, and sent in a package to the POC; if you fail to update your record you WILL NOT be considered for the job. (Recommend you get a copy of the records update, just in case there's a problem with the computer update.) It is recommend that you check the EQUAL-Plus listing periodically. If you really want an assignment, check it every 2 weeks.

13. BOPs are worked monthly. Make sure you list as many bases as possible to help improve the odds of getting something you want. First termers must have 8 months TOS and an approved CJR to apply and 1 year TOS to move. Everyone else MUST have 3 years & 5 months TOS to apply, 4 years TOS to move. You must also have 2 year retainability to be eligible for the BOP program.

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14. Do NOT turn down your FOLLOW-ON option, unless you truly do NOT care which base you receive. (Again list as many bases as possible. Your odds of obtaining the assignment of choice are greater under the Follow-On Program vs. EQUAL returnee listing.)

15. Follow-On request are considered 120 days from your RNLTD. (If your RNLTD to Osan is in Dec. The earliest you can expect to hear something is in Aug, ideally July.)

16. Do NOT turn down your FOLLOW-ON option, unless you truly do NOT care which base you receive.

17. SEE #16.

18. Do NOT make any life altering changes or decision based upon PRELIMINARY approval for special duty outside your PAFSC. Most common request for release is to become a MTI, MTL, PME Instructor, First Sergeant, OSI, Recruiter, Postal Clerk or for Palace Chase. The Assignments Team approve/disapprove these request based on several ever changing variables such as grade, skill level and/or overall manning in the AFS, SRBs, retraining-in quotas, OS rotation quotas/vulnerability etc.

19. The "system" does not operate in real time. So if you, the MPF or Orderly Room updated something in your records the Assignments Team probably will NOT see it in their system for several days.

20. SEE #16

Check out current EQUAL and EQUAL Plus assignments on the below page!!!

<http://afas.afpc.randolph.af.mil/enlisted/enljobs.htm>

The AF's web site (below) lists standard locations for any AFSC. It requires first time users to create a login and password before you can access information. Once in go to the enlisted assignments section, then enlisted authorized, and pick the AFSC. The list generated displays location for an AFSC and skill levels authorized. Special manning positions are not included on this list, however those are normally few and selectively filled. Note: Current/pending A-76, Base Closure etc. are not updated in this system. <https://afas.afpc.randolph.af.mil/AMSWeb/master.cfm>

Assignment Information Provided By:

Chief, AF Enlisted Civil Engineer Assignments: SMSgt Marilyn Cunningham

Directorate of Assignments

HQ AFPC/DPAAD1

550 C Street West Ste 29

Randolph AFB, TX 78150-4731

DSN 665-4331/4333

FAX 665-4315

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BULLET BACKGROUND PAPER

ON

FIREFIGHTER RETENTION AND SELECTIVE REENLISTMENT BONUSES (SRBs)

PURPOSE

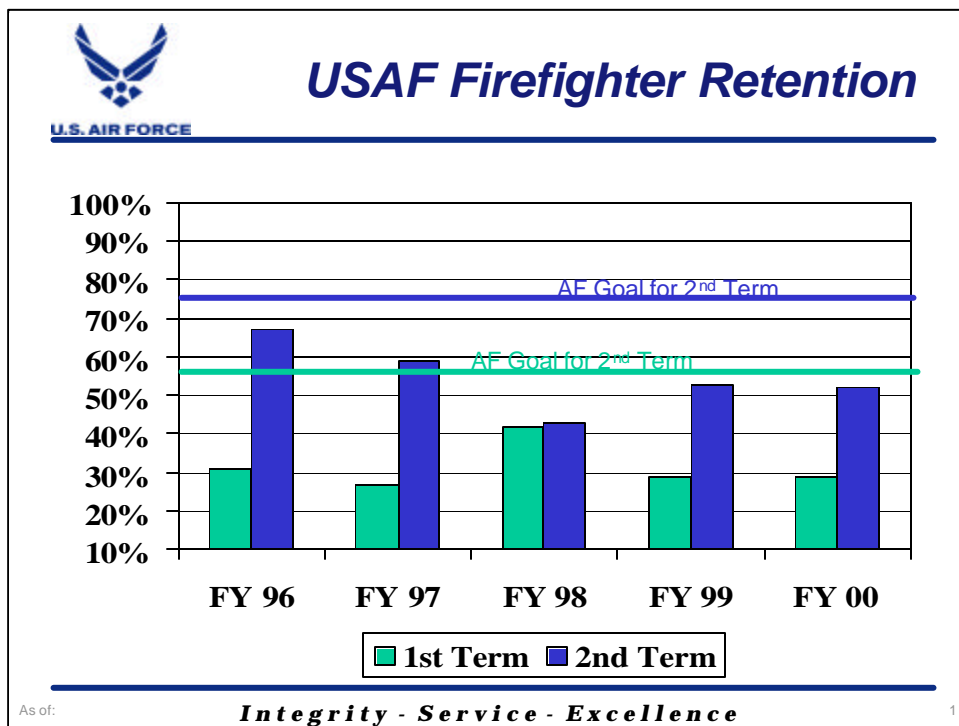
- To provide background information on firefighter retention and SRBs.

DISCUSSION

- Retention - USAF firefighter retention has consistently fallen below AF goals. As a result, Civil Engineers are not able to retain sufficient personnel to sustain the career field.
- Reenlistment incentives have helped, but generally they have not been large enough to offset the long hours and hazardous duty required of firefighters.
- USAF firefighters routinely work 24-on / 24-off shifts for an average of 72 hours per week, vice the civilian community average of 56 hours per week. However, due to current manning levels and Operations Tempo, many military firefighters routinely work many additional hours above and beyond the 72 scheduled work hours.
- USAF first-term eligible firefighter reenlistment rate - USAF retention goal is 55%
 - FY97: 250 104 = 41.6% -- FY98: 308 84 = 27.3%
 - FY99: 328 95 = 29.0% -- FY00: 580 171 = 29.5%
 - FY01: 215 55 = 25.6% (Oct 00 – Feb 01)
- USAF second-term firefighter reenlistment rate - USAF retention goal is 75%
 - FY97: 252 148 = 58.7% -- FY98: 167 72 = 43.1%
 - FY99: 129 68 = 52.7% -- FY00: 133 71 = 53.4%
 - FY01: 49 22 = 44.9% (Oct 00 – Feb 01)
- HQ USAF/ILE requested a study (Feb 00) to determine factors affecting firefighter morale, retention, and discipline. As a result, 13 specific recommendations are being pursued, or investigated, to positively impact military firefighter morale and retention.
- HQ AFCEA hosted an Integrated Process Team meeting (Dec 00) to address on-going firefighter morale and retention. Nine of the 13 original recommended actions have been completed and several new proposals are being investigated to improve firefighter morale and retention.
- HQ AFCEA makes recommendations for firefighter SRBs semi-annually.
 - 1st-term fire protection SRB (Zone A) is currently at 1.5 — new rates are overdue for release.
 - 2nd-term fire protection SRB (Zone B) is currently at 1.0 — new rates are overdue for release.
 - Career-term fire protection SRB (Zone C) is currently at 0 — new rates are overdue for release.

RECOMMENDATION

- None. For information only



- USAF Firefighter retention falls below AF goals. As a result we are not able to retain enough personnel to sustain the career field.

- Reenlistment incentives have helped, but they are not large enough to off set the long hours and hazardous duty required of the firefighters. USAF firefighter routinely work 24 on / 24 off shifts for an average of 72 hours per week, vice the civilian community average of 56 hours per week. However, due to current manning levels and Operations Tempo many military firefighters routinely work an average of 84 hours per week.

- AF first term personnel: AF retention goal is 55%

-- USAF Firefighter retention:

Elig	ReEnl	Rate	Elig	ReEnl	Rate
--- FY96:	516	159 = 30.8%	--- FY97:	308	84 = 27.3%
--- FY98:	250	104 = 41.6%	--- FY99:	328	95 = 29.0%
--- FY00:	580	171 = 29.5%			

- AF second term personnel: AF retention goal is 75%

-- USAF Firefighter retention:

Elig	ReEnl	Rate	Elig	ReEnl	Rate
--- FY96:	249	167 = 67.1%	--- FY97:	252	148 = 58.7%
--- FY98:	167	72 = 43.1%	--- FY99:	129	68 = 52.7%
--- FY00:	133	71 = 53.4%			